

Limited Seats Available !!!

# COMPENSATION 101 FOR HR PROFESSIONALS

## Course Objective

This course is designed to provide a solid grounding to HR professionals in the area of compensation & benefits, in the Singapore context. It covers basic total rewards concepts, core processes, tools, methods and communication principles unique to pay. The course involves learners in activities to help them relate these concepts to their own experience, establish credibility and build confidence in communicating about pay. Many real life examples will be shared from the instructor's experience and quick polls will be taken throughout the day as well to allow participants to see how their company's practices compare with others.

## Target Audience

This course is ideal for HR professionals in generalist roles desiring a strong grasp of total rewards and the compensation and benefits area, as well as C&B specialists wishing to enhance their skills and personal effectiveness in their roles.

## Learning Outcomes

By the end of the session, participants should be able to:

1. Understand the overall compensation process and total rewards
2. Prepare job descriptions and org charts
3. Understand and explain job grading
4. Understand and explain market pricing
5. Understand and explain pay structures
6. Recommend sound salary decisions
7. Communicate with managers or employees about pay

## Course Outline

- Introduction and ice breaker: what motivates you?
- Total rewards concepts and elements of total rewards
- Foundations of a pay system: job analysis, job evaluation and grade structures
- What is a person worth? Compensation benchmarking; sourcing quality data on pay

## Lunch Break

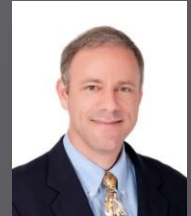
- Good salary decisions: starting offer, promotion, annual increment and equity adjustments
- Pay for performance and challenges with ratings
- Communicating about pay--transparency versus confidentiality and other principles
- Team exercise: answering tough questions about pay

**Do Join in our Compensation 102: Hands On Skills Workshop for Compensation Professionals**

**Date: 12 May 2017**  
**Time: 9am to 6pm**

## TOM FARMER

Tom Farmer is a Singapore-based American total rewards professional with 30 years of experience in compensation and benefits, including 15 years in corporate management roles and 10 years in consulting.



He is managing director of Freelance Total Rewards a Singapore total rewards consultancy and is on contract with NXP Semiconductors with responsibility for NXP's job evaluation process for 45,000 employees.

Tom was Principal and Asia Pacific Leader for Mercer's Global Mobility practice and also worked with InterContinental Hotels Group as VP Compensation & Benefits for the Asia Pacific region.

Some of the companies he has worked with are The Coca-Cola Company, General Electric, Auburn University, CapitalOne Financial, Synovus Corporation, Verizon Wireless, The Home Depot, Kraft Foods/Mondelez, Darden Restaurants, Yum! Brands (KFC/ Pizza Hut), InterContinental Hotels Group, Hilton Hotels, Great Eastern Life Assurance, CrimsonLogic, AIA, PTT Group (Thailand), Leighton Asia India and Offshore, UniSource, Ayala Group (Philippines), Freddie Mac and Fannie Mae (America's two largest SOE's) and many others.

## Course Fees

Fees Type	Full Fees : (Inclusive of 7% GST)
Normal Price	\$749.00
<b>Extended Early Bird Price</b>	<b>\$642.00</b> (Register by 28 March 2017)

*Includes course materials, lunch and tea-breaks*

## Comments from previous class participants:

*"Tom includes real life experiences to illustrate his points which I thought was really useful"*

*"I like the practicality of the real life examples given"*

## TO REGISTER:

Select the "Training" folder and click on the topic: **Comp101 HR** under **Global Remuneration Professional**.

## You can contact SNEF:

To REGISTER, simply go online to Register and to reserve a seat for you or your people to obtain the Comp 101 for HR professionals.

Or simply email SNEF at: [darren\\_lim@snef.org.sg](mailto:darren_lim@snef.org.sg) or [trg@snef.org.sg](mailto:trg@snef.org.sg) - Or call Darren at 6827 6930.

Simply go online to [www.snef.org.sg](http://www.snef.org.sg)